

**Amendments to the Claims:**

This listing of claims will replace all prior versions, and listings, of claims in the application:

**Listing of Claims:**

1. (Currently Amended) A method ~~performed~~ comprising steps performed by a computing apparatus computer comprising including:
  - a) defining a role ~~for fulfilling a desired business outcome~~ and associated with a defined performance and a required skill having a required skill level ~~and a defined performance, the defined performance quantifiable as an actual performance metric;~~
  - b) associating an individual with the role, the individual having a possessed skill correlating with the required skill of the role and an actual skill level quantifying the possessed skill, wherein the actual performance metric is independent of the quantified actual skill level of the individual;
  - c) quantifying a first actual performance metric for the defined performance of the individual before an event occurrence potentially increasing the actual skill level for the possessed skill of the individual, ~~wherein increasing the actual skill level of the individual may or may not increase the defined performance of the individual;~~
  - d) quantifying a second actual performance metric for the defined performance of the individual after the event occurrence;

- e) analyzing a relationship between the first and second actual performance metrics and the actual skill level of the individual before and after the event occurrence; and
- f) determining whether the event occurrence ~~increasing the actual skill level of the individual also increases~~ increased the defined performance of the individual based at least partially on the relationship between the first and second actual performance metrics and the actual skill level of the individual before and after the event occurrence.

2-3. (Cancelled)

4. (Previously Presented) The method of Claim 1 further comprising:  
analyzing a difference between the required skill level for the role and the actual skill level of the individual; and  
determining if training is necessary to raise the actual skill level to the required skill level.

5. (Previously Presented) The method of Claim 1 wherein the defining step further comprises associating a desired performance metric for the defined performance associated with the role and further comprising associating the individual having an actual performance metric correlating with the desired performance metric of the role to the role.

6. (Previously Presented) The method of Claim 1 further comprising:

comparing the actual skill level of the individual before and after the event occurrence;  
and

correlating any difference between the actual skill level of the individual before and  
after the event occurrence with the ability of the individual to carry out the defined  
performance.

7. (Previously Presented) The method of Claim 1 further comprising:  
comparing the actual skill level of the individual before and after the event occurrence  
with the first and second actual performance metrics; and  
determining a result of changes in the actual skill level of the individual before and  
after the event occurrence on the ability of the individual to carry out the defined  
performance.

8. (Previously Presented) The method of Claim 1 wherein the event occurrence is a  
training event bearing on the actual skill level of the individual and further comprising:  
quantifying a first actual performance metric for the defined performance of a second  
individual associated with the role before the training event;  
quantifying a second actual performance metric for the defined performance of the  
second individual after the training event, wherein the second individual is not subjected to  
the training event; and  
comparing the first and second actual performance metrics of the second individual  
with the first and second actual performance metrics of the individual to determine  
effectiveness of the training event on the actual skill level.

9. (Previously Presented) The method of Claim 8 further comprising:  
identifying an increase between the first and second actual performance metrics of the individual and the second individual; and  
indicating an influence other than the training event causing the increase between the first and second actual performance metrics of the individual and the second individual.

10. (Cancelled)

11. (Currently Amended) A computer readable medium comprising software for instructing a computer to:

define a role ~~for fulfilling a desired business outcome~~ and associated with a defined performance and a required skill having a required skill level and a ~~defined performance, the defined performance quantifiable as an actual performance metric;~~

associate an individual with the role, the individual having a possessed skill correlating with the required skill of the role and an actual skill level quantifying the possessed skill, wherein the actual performance metric is independent of the quantified actual skill;

quantify a first actual performance metric for the defined performance of the individual before an event occurrence potentially increasing the actual skill level for the possessed skill of the individual, wherein increasing the actual skill level of the individual may or may not increase the defined performance of the individual;

quantify a second actual performance metric for the defined performance of the individual after the event occurrence;

analyze a relationship between the first and second actual performance metrics and the actual skill level of the individual before and after the event occurrence; and

determine whether the event occurrence ~~increasing the actual skill level of the individual also increases~~ increased the defined performance of the individual based at least partially on the relationship between the first and second actual performance metrics and the actual skill level of the individual before and after the event occurrence.

12-13. (Cancelled)

14. (Previously Presented) The computer readable medium of Claim 11 further comprising instructions to:

analyze a difference between the required skill level for the role and the actual skill level of the individual; and

determine if training is necessary to raise the actual skill level to the required skill level.

15. (Previously Presented) The computer readable medium of Claim 11 further comprising instructions to:

further define the role by associating a desired performance metric for the defined performance associated with the role; and

associate the individual having an actual performance metric correlating with the desired performance metric of the role to the role.

16. (Presently Presented) The computer readable medium of Claim 11 further comprising instructions to:

compare the actual skill level of the individual before and after the event occurrence; and

correlate any difference between the actual skill level of the individual before and after the event occurrence with the ability of the individual to carry out the defined performance.

17. (Previously Presented) The computer readable medium of Claim 11 further comprising instructions to:

compare the actual skill level of the individual before and after the event occurrence with the first and second actual performance metrics; and

determine a result of changes in the actual skill level of the individual before and after the event occurrence on the ability of the individual to carry out the defined performance.

18. (Previously Presented) The computer readable medium of Claim 11 wherein the event occurrence is a training event bearing on the actual skill level of the individual and further comprising instructions to:

quantify a first actual performance metric for the defined performance of a second individual associated with the role before the training event;

quantify a second actual performance metric for the defined performance of the second individual after the training event, wherein the second individual is not subjected to the training event; and

compare the first and second actual performance metrics of the second individual with the first and second actual performance metrics of the individual to determine effectiveness of the training event on the actual skill level.

19. (Presently Presented) The computer readable medium of Claim 18 further comprising instructions to:

identify an increase between the first and second performance metrics of the individual and the second individual; and

indicate an influence other than the training event causing the increase between the first and second actual performance metrics of the individual and the second individual.

20. (Cancelled)

21. (Currently Amended) A system comprising:

- a) a user interface; and
- b) a central processing unit associated with the user interface and adapted to:

- i. define a role ~~for fulfilling a desired business outcome and~~ associated with a defined performance and a required skill having a required skill ~~level and a defined performance, the defined performance quantifiable as an actual performance metric;~~

- ii. associate an individual with the role, the individual having a possessed skill correlating with the required skill of the role and an actual skill level quantifying the possessed skill, wherein the actual performance metric is independent of the quantified actual skill level of the individual;
- iii. quantify a first actual performance metric for the defined performance of the individual before an event occurrence increasing the actual skill level for the possessed skill of the individual, wherein increasing the actual skill level of the individual may or may not increase the defined performance of the individual;
- iv. quantify a second actual performance metric for the defined performance of the individual after the event occurrence;
- v. analyze a relationship between the first and second actual performance metrics and the actual skill level of the individual before and after the event occurrence; and
- vi. determine whether the event occurrence increasing the actual skill level of the individual also increases increased the defined performance of the individual based at least partially on the relationship between the first and second actual performance metrics and the actual skill level of the individual before and after the event occurrence.

22-23. (Cancelled)

24. (Previously Presented) The system of Claim 21 wherein the central processing unit is further adapted to:

analyze a difference between the required skill level for the role and the possessed skill level of the individual; and

determine if training is necessary to raise the actual skill level to the required skill level.

25. (Previously Presented) The system of Claim 21 wherein the central processing unit is further adapted to:

further define the role by associating a desired performance metric for the defined performance associated with the role; and

associate the individual having an actual performance metric correlating with the desired performance metric of the role to the role.

26. (Previously Presented) The system of Claim 21 wherein the central processing unit is further adapted to:

compare the actual skill level of the individual before and after the event occurrence; and

correlate any difference between the actual skill level of the individual before and after the event occurrence with the ability of the individual to carry out the defined performance.

27. (Previously Presented) The system of Claim 21 wherein the central processing unit is further adapted to:

compare the actual skill level of the individual before and after the event occurrence with the first and second actual performance metrics; and

determine a result of changes in the actual skill level of the individual before and after the event occurrence on the ability of the individual to carry out the defined performance.

28. (Previously Presented) The system of Claim 21 wherein the event occurrence is a training event bearing on the actual skill level of the individual and the central processing unit is further adapted to:

quantify a first actual performance metric of a second individual associated with the role before the training event;

quantify a second actual performance metric of the second individual after the training event, wherein the second individual is not subjected to the training event; and

compare the first and second actual performance metrics of the second individual with the first and second performance metrics of the individual to determine effectiveness of the training event on the actual skill level.

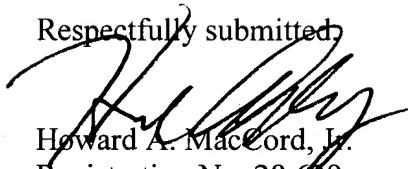
29. (Previously Presented) The system of Claim 21 wherein the central processing unit is further adapted to:

identify an increase between the first and second actual performance metrics of the individual and the second individual; and

indicate an influence other than the training event causing the increase between the first and second actual performance metrics of the individual and the second individual.

30. (Cancelled)

Respectfully submitted,

  
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